

# Equal Employment Opportunity Information for Utah

## Executive Summary

- Census 2000 changed the way ethnic and racial groupings are defined. More choices were available during this census than in any previous census. Defining oneself as multi-racial was now an option. As a result, comparisons against previous census are not presented.
- The Census Occupational Codes used for this census made available 22 different major occupational groupings.
- Utah's ethnic minorities comprise 13.4 percent of the civilian labor force. The comparable United States figure is 27.2 percent.
- Race and Hispanic origin are considered two separate concepts and therefore Hispanics may be of any race or races.
- Hispanics are Utah's largest ethnic minority group within the labor force. They numbered just over 89,000 during the 2000 Census. This comprises 8.2 percent of the labor force.
- The Asian population is a distant second at only 1.7 percent of the labor force.
- Utah's minority civilian labor force population percentage is less than the United States profile. Utah has a higher White percentage population.
- The one racial group where Utah stands apart from the United States profile is in the Black population. Whereas Blacks make up 10.5 percent of the United States' labor force, they represent only 0.6 percent of the Utah labor force. This difference is completely taken up by the White population. All remaining racial and ethnic groupings are similar to the United States profile.
- There is no statistical no difference between the percentage of females that are in Utah's labor force (46.4 percent) and the United States labor force (46.8 percent).
- Within the 22 occupational categories, nine categories have a White profile at 90 percent or higher. These include legal occupations, management, healthcare practitioner and technical, architecture and engineering, business and financial, computer and mathematics, sales, education and training, and office and administrative support.
- Minorities make their strongest percentage contributions in farming, food preparation, production, building/grounds cleaning and maintenance, and healthcare support.
- Sixty percent of the Hispanic workforce is found in only five occupational categories. These include production (18 percent), construction and extraction

Source: Department of Workforce Services  
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(12 percent), office and administrative support (12 percent), building and grounds cleaning and maintenance (9 percent), and food preparation (9 percent).

- Females are the dominant workforce in education, training and library occupations, healthcare support, personal care and services, office and administrative support, and healthcare practitioners and technical occupations.

## Introduction

Census 2000 delivers a wealth of information concerning the demographic and racial makeup of America. One of the last pieces of information released from this Census is the ethnic and racial breakdown of the civilian labor force by occupational categories. This is generally referred to as the Equal Employment Opportunity information. This writing summarizes that information for Utah and its sub-regions as defined by the Census 2000 Special Equal Employment Opportunity (EEO) Committee.

Census 2000 was different than any previous U.S. Census in that it expanded the defined ethnic and racial groupings to accommodate the multi-racial profile of our society. Therefore, this makes this decade's results look different than the profiles generated in the past. The following are the available Hispanic origin and racial categories made available through the Census 2000 Special Equal Employment Opportunity (EEO) Tabulation. <http://www.census.gov/hhes/www/eeoindex.html>

- American Indian or Alaska Native (AIAN), non-Hispanic
- AIAN & White, non-Hispanic
- AIAN & Black, non-Hispanic
- Asian, non-Hispanic
- Black, non-Hispanic
- Black & White, non-Hispanic
- Hispanic
- Native Hawaiian or Other Pacific Islander, non-Hispanic
- White, non-Hispanic
- Balance, two race or more

The occupational categories are also different this time around. The Census Occupational Categories strongly corresponded with the new Standard Occupational Classification (SOC) system, a structure that did not exist prior to the 2000 Census. The data is available at the lowest SOC classification level, but here has been rolled up into the "major group" levels within this classification structure. Those groupings include: [http://stats.bls.gov/soc/soc\\_majo.htm](http://stats.bls.gov/soc/soc_majo.htm)

- Management Occupations
- Business and Financial Operations Occupations
- Computer and Mathematical Occupations
- Architecture and Engineering Occupations
- Life, Physical, and Social Science Occupations
- Community and Social Services Occupations

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- Legal Occupations
- Education, Training, and Library Occupations
- Arts, Design, Entertainment, Sports, and Media Occupations
- Healthcare Practitioner and Technical Occupations
- Healthcare Support Occupations
- Protective Service Occupations
- Food Preparation and Serving Related Occupations
- Building and Grounds Cleaning and Maintenance Occupations
- Personal Care and Service Occupations
- Sales and Related Occupations
- Office and Administrative Support Occupations
- Farming, Fishing, and Forestry Occupations
- Construction and Extraction Occupations
- Installation, Maintenance, and Repair Occupations
- Production Occupations
- Transportation and Material Moving Occupations

The information within all of these major groupings has been added together to come up with an overall profile. That profile, and the profile of various occupational groupings, will be presented shortly. But one final characteristic needs to be noted. The EEO data made available by Census Occupational Categories was not made available for each individual county as was seen in previous censuses. Utah's largest counties were represented individually, but the state's remaining counties were grouped together. Census 2000 Special EEO Tabulation provide data only for counties of 50,000 or more. Counties of less than 50,000 were merged with other counties to form County Sets.

<http://www.census.gov/hhes/www/eeoindex/classifications.html>

The following are the geographic designations available for Utah:

Utah State  
 Salt Lake-Ogden MSA  
 Davis County  
 Salt Lake County  
 Utah County  
 Washington County  
 Weber County  
 Beaver, Iron, and Millard counties  
 Box Elder, Cache, and Rich counties  
 Carbon, Daggett, Duchesne, and Uintah counties  
 Juab, Sanpete, and Tooele counties  
 Morgan, Summit, and Wasatch counties  
 Wayne and surrounding counties

## **Demographic Profile**

Anyone familiar with Utah understands that its demographic profile does not mirror the more ethnically diverse profile of the entire United States. Although the 2000 Census profile for Utah shows more diversity than Utah's 1990 Census profile, the current profile still contrasts sharply from the United States average.

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Utah's labor force profile is predominantly White. But, so is the United State's labor force profile. The contrast is in the percentage of domination. Utah's labor force is 86.6 percent White. The U.S. labor force is 72.8 percent White. Or, to look at it another way, Utah's labor force is 13.4 percent minority, while the U.S. labor force is 27.2 percent minority.

It is interesting to note, though, that it is predominantly one racial category where Utah clearly stands in contrast to the U.S. profile. That would be in the Black population. Where the U.S. profile stands at 10.5 percent Black, the Utah profile is only 0.6 percent Black. This difference is almost entirely made up by tipping it toward the White population. In the remaining racial and ethnic categories, the Utah profile is fairly close to the U.S. profile. So it's a contrast in Black population that distinguishes Utah.

Along with the White classification, the American Indian or Alaska Native grouping is the only other grouping with a higher Utah percentage than the national average. But the contrast is relatively minor, with the U.S. percentage being 0.7 percent, while Utah's is 1.0 percent. All remaining groupings have lower percentages as compared to the national average. Utah's Hispanics make up 8.3 percent of the labor force, while comprising 10.7 percent of the nation's labor force.

If we were to evaluate a segmentation based upon gender, there is basically no difference between Utah and the U.S. average. Females constitute 46.4 percent of the Utah workforce, while making up 46.8 percent of the U.S. workforce.

## **Occupational Profiles**

With a foundation based upon the Standard Occupational Classification system for the 2000 Census Occupational Groups, the number of occupational categories expanded to 22. All occupational categories are dominated by Whites, both nationally and here in Utah. However, some categories are heavily-dominated by the White population. At the national level, the highest categories are legal, and management occupations, with 85 and 83 percent respectively. If we look at just Utah, that list expands and includes nine categories that come in at 90 percent or higher. They include legal occupations, management, healthcare practitioner and technical, architecture/engineering, business/financial, computer/mathematics, sales, education/training, and office/administrative support. In most of these occupational categories, education and high levels of training are the predominant characteristic.

Where do the minorities show their strongest percentage contributions? It would be in farming, food preparation, production, building and grounds cleaning and maintenance, and healthcare support.

Women have occupational areas where they are the dominant contributors, regardless of race or ethnicity. These include education/training/library occupations, healthcare support, personal care and services, office/administrative support, and healthcare practitioners/technical. Occupations where women are scarce include construction, installation/maintenance/repair, architecture/engineering, transportation/material moving, and farming.

Source: Department of Workforce Services  
Workforce Information  
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Hispanics are Utah's largest minority group, comprising 8.2 percent of the labor force, or just over 89,000 workers. Of that group, 60 percent are working men and 40 percent working women. To present a contrast, Utah's White population is 54 percent working men and 46 percent working women. Sixty percent of the Hispanic workforce is found in only five occupational categories. These include production (18 percent), construction/extraction (12 percent), office/administrative support (12 percent), building/grounds cleaning/maintenance (9 percent), and food preparation (9 percent).

## **Utah's Sub-Regions**

Again, a high percentage of non-diversity is a common theme across the state's defined regions. Most areas are just over 90 percent White, but no area stands out against any other as being "the most White-dominated" area in the state. The areas with the "most" diversity (if you can call areas that are at least 80 percent White, diverse) include Salt Lake County (83 percent White), Weber County (85 percent), Wayne and Surrounding counties (86 percent), and Carbon, Daggett, Duchesne, and Uintah counties (87 percent).

In all of these "more diverse" areas, the Hispanic population is the largest minority group. The only exception is in the "Wayne and Surrounding Counties" area, where the Native American population makes up 9 percent of the labor force.

It was anticipated that in terms of the percentage of women active in the workforce, that at least one of these sub-regions would "stand out" in relationship to the others, whether that would be a higher percentage or a lower. Interestingly, no area met this preconceived notion. All areas had a female composition of 43 to 45 percent. That's how close the percentage was from region to region.

Are there occupational distribution differences between the state's urban corridor and its non-metropolitan areas? In some occupational groupings, yes, but overall there isn't a striking contrast. The urban area has a higher percentage of office/administrative support positions, business/financial, and computer/mathematical occupations. Non-metropolitan areas have a higher employment percentage in construction, transportation/material moving, and food preparation and serving. But, the remainder of the occupational grouping percentages are close enough that it doesn't paint a contrast.

Are there any individual counties or county subsets where an occupational grouping stands out against the statewide average? Just a few. The Box Elder-Cache-Rich County set has 14.5 percent of its labor force working in production jobs, whereas the statewide average is only 8 percent. The Morgan-Summit-Wasatch area has 14.4 percent of its residents employed in management occupations, whereas the state average is 8.6 percent. Other than the aforementioned, no other county sets have occupational groupings that stand out with a strong percentage difference.